

CHIA-HUEI WU 吳佳輝

CONTACT INFORMATION

Organisational Behaviour Research Group
Department of Management
London School of Economics and Political Science

New Academic Building,
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London, WC2A 3LJ
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EMPLOYMENT

London School of Economics and Political Science, 2013- present
Assistant Professor at Department of Management

EDUCATION

2013, PhD, University of Western Australia, UWA Business School, Australia
2011, Mphil, Institute of Work Psychology, University of Sheffield, United Kingdom
2006 M.S., Department of Psychology, National Taiwan University, Taiwan
2003 B.S., Department of Psychology, National Taiwan University, Taiwan

AWARDS

2015 Teaching prize for class teaching (Lent term, 2014/15), Department of Management, London School of Economics and Political Science
2014 Annual Award of Research and Development in Sport Science, Sports Administration, Ministry of Education, Taiwan (R.O.C.) 中華民國行政院教育部體育署 103 年度運動科學研究及發展甲等獎勵
2014 BHP Billiton PhD Prize, UWA Business School, University of Western Australia
2011 Best Paper Award for Symposium on Proactivity at work: Emerging perspectives. The 9th Industrial and Organisational Psychology Conference, Brisbane, Australia, 23 - 26 June. (Organizer Ben Searle).
2011-2013 International Postgraduate Research Scholarship, University of Western Australia
2010 Scholarships for International Research Fees, University of Western Australia
2008-2010 Overseas Research Students Awards, University of Sheffield
2006 Dean's Award (for research), College of Science, National Taiwan University
2002 President's Award, Department of Psychology, National Taiwan University

RESEARCH GRANTS

2014 BHP Billiton Distinguished Research Award (AUD\$21,624)
Title: Understanding Overqualified Employees: A Cross-Cultural Study of When Positive Behaviors and Attitudes Possible (Luksyte, A., Bauer, T. N., Debus, M., Erdogan, B., & Wu, C. H.)
(The order of the second and other authors is alphabetical).
2014 The SIOP International Research and Collaboration (IRC) Small Grant (USD\$3,500)
Title: Understanding Overqualified Employees: A Cross-Cultural Study of When Positive Behaviors and Attitudes Possible (Luksyte, A., Bauer, T. N., Debus, M., Erdogan, B., & Wu, C. H.)
(The order of the second and other authors is alphabetical).
2011 Grant for Research Student Training Award, University of Western Australia, Australia
2002 National Science Council Undergraduate Student Research Project, National Taiwan University

EDITORIAL BOARD

Human Relations, 2015 -

PUBLICATIONS

Organizational behavior

Journal articles

1. Wu, C. H., Liu, J., Kwan, H. K. & Lee, C. (in press). Why and when workplace ostracism inhibits organizational citizenship behaviors: An organizational identification perspective. *Journal of Applied Psychology*.
2. Deng, H., Wu, C. H., Leung, K., & Guan, Y. J. (in press). Depletion from self-regulation: A resource-based account of the effect of value incongruence. *Personnel Psychology*.
3. Wu, C. H., & Parker, S. K. (in press). The role of leader support in facilitating proactive work behavior: A perspective from attachment theory. *Journal of Management*.
4. Wu, C. H., & Wang, Z. (2015). Transformational leadership and team proactivity: The mediating role of positive affective tone and the moderating role of team task variety. *Group Dynamics: Theory, Research, and Practice*, 19, 137-151.
5. De Jong J. P.J., Parker S. K., Wennekers, S., Wu, C. H. (2015). Entrepreneurial behavior in organizations: Does job design matter? *Entrepreneurship Theory and Practice*, 39, 981-995.
6. Wu, C. H., Griffin, M. A., & Parker, S. K. (2015). Developing agency through good work: Longitudinal effects of job autonomy and skill utilization on locus of control. *Journal of Vocational Behavior*, 89, 102-108.
7. Wu, C. H., Parker, S. K., De Jong, J. P. J. (2014). Need for cognition as an antecedent of individual innovation behavior. *Journal of Management*, 40, 1511-1534. News: 10, Feb, 2015, "Do You Have a Need for Cognition? The Daily Stat from Harvard Business Review.
8. Wu, C. H., Parker, S. K., De Jong, J. P. J. (2014). Feedback seeking from peers: A positive strategy for insecurely attached team workers. *Human Relations*, 67, 441-464.
9. Wang, Y., Wu, C. H., & Mobley, W. H. (2013). The two facets of conscientiousness: Interactions of achievement orientation and dependability in predicting managerial execution effectiveness. *Human Performance*, 26, 275-296.
10. Wu, C. H., & Parker, S. K. (2013). Thinking and acting in anticipation: A review of research on proactive behavior in organizations. *Advances in Psychological Science*, 21, 679-700.
11. Wu, C. H., & Griffin, M. A. (2012). Longitudinal relationships between core self-evaluations and job satisfaction. *Journal of Applied Psychology*, 92, 331-342.
12. Wu, C. H., & Parker, S. K. (2012). The role of attachment styles in shaping proactive behavior: An intra-individual analysis. *Journal of Occupational and Organizational Psychology*, 85, 523-530.
13. Wu, C. H. (2012). Employees' proactivity: Reviews and implications in sport management. *Taiwan Society for Sport Management*, 16, 3-26. (Guest-editor invited).
14. Wu, C. H. (2003). How organization's leader influences organizational culture-The case of ING Aetna Life Insurance Company [In Chinese]. *Web Journal of Chinese Management Review*, 6, 15-29.

Book chapters

15. Wu, C. H., Li, W-D (in press). Individual differences in proactivity: A developmental perspective. In S. Parker & U. Bindl (Eds). *Proactivity at Work*. New York, NY: Taylor & Francis/Routledge.
16. Parker, S. K. & Wu, C. H. (2014). Leading for proactivity: How leaders cultivate staff who make things happen. In D. V. Day (Ed). *The Oxford Handbook of Leadership and Organizations*. Oxford: Oxford University Press.
17. Wu, C.-H., Parker, S. K., & Bindl, U. K. (2013). Who is proactive and why? Unpacking individual differences in employee proactivity. In A. B. Bakker (Ed.), *Advances in Positive Organizational Psychology* (Vol. 1, pp. 261-280). Bingley, UK: Emerald Group Publishing.

18. Wu, C. H., Wang, Y., & Mobley, W. H. (2012). Using multiple-source ratings to understand leaders' proactivity. In Mobley, W. H., Li, M., & Wang, Y. (Eds.) *Advances in Global Leadership*, Vol. 7. (p. 57-75). Bingley, UK: Emerald Group Publishing.
19. Wu, C. H., & Wang, Y. (2011). Understanding proactive leadership. In Mobley, W. H., Li, M., & Wang, Y. (Eds.) *Advances in Global Leadership*, Vol. 6. (p. 299-314). Bingley, UK: Emerald Group Publishing.
20. Wu, C. H., & Parker, S. K. (2011). Proactivity in the work place: Looking back and looking forward. In Kim Cameron & Gretchen Spreitzer (Eds.), *The Oxford Handbook of Positive Organizational Scholarship* (p. 84-96). New York: Oxford University Press.

Positive and social psychology: Theoretical issues

21. Chen, L. H., Wu, C. H., & Chen, S. M. (2015). Gratitude and life satisfaction: An intra-individual analysis on the moderation of ambivalence over emotional expression. *Social Indicators Research*, 123, 227-239.
22. Lin, S. H., Wu, C. H. & Chen, L. H. (2015). Unpacking the role of self-esteem in career uncertainty: A self-determination perspective. *Journal of Positive Psychology*, 10, 231-239.
23. Wu, C. H., Luksyte A., & Parker, S. K. (2015). Overqualification and subjective well-being at work: The moderating role of job autonomy and culture. *Social Indicators Research*, 121, 917-937.
24. Lin, S. H., Wu, C. H., Chen, M. Y., & Chen, L. H. (2014). Why employees with higher challenging appraisals style are more affectively engaged at work? The role of challenging stressors: A moderated mediation model. *International Journal of Psychology*, 49, 390-396.
25. Chen, L. H. & Wu, C. H. (2014). Gratitude enhances change of athlete's self-esteem: The moderating role of trust in coach. *Journal of Applied Sport Psychology*, 26, 349-362. (中華民國行政院教育部體育署 103 年度運動科學研究及發展甲等獎勵; 2014 Annual Award of Research and Development in Sport Science, Sports Administration, Ministry of Education, Taiwan (R.O.C.))
26. Hu, X. W., Wang, Y., & Wu, C. H. (2013). Acceptance concern and life satisfaction for Chinese LGBs: The mediating role of self-concealment. *Social Indicators Research*, 114, 687-701.
27. Wu, C. H., & Yang, C. T. (2012). Adult attachment and exploration in adulthood: the mediation effect of social support. *International Journal of Psychology*, 47, 346-354.
28. Wu, C. H., Tsai, Y. M., & Chen, L. H. (2009). How do positive views maintain life satisfaction? *Social Indicators Research*, 91, 261-281.
29. Wu, C. H. (2009). Enhancing quality of life by shifting importance perception among life domains. *Journal of Happiness Studies*, 10, 37-47.
30. Wu, C. H. (2009). The relationship between attachment style and self-concept clarity: The mediation effect of self-esteem. *Personality and Individual Differences*, 47, 42-46.
31. Chen, L. H., Wu, C. H., Kee, Y. H., Lin, M. S., & Shui, S. H. (2009). Fear of failure, 2 x 2 achievement goal and self-handicapping: An examination of hierarchical model of achievement motivation in physical education. *Contemporary Educational Psychology*, 34, 298-305.
32. Wu, C. H. (2009). Role conflicts, emotional exhaustion, and health problems: A study of police officers in Taiwan. *Stress and Health*, 25, 259-265.
33. Lee, S. J., & Wu, C. H. (2008). Comparing the level of positive tendency in a life satisfaction evaluation between Chinese and Western people. *Social Indicators Research*, 89, 147-153. (Equal contribution)
34. Wu, C. H., & Yao, G. (2007). Relations among self-certainty, sense of control and quality of life. *International Journal of Psychology*, 42, 342-352.
35. Wu, C. H. (2006). The nature of self-handling: Self-variation and self-certainty [In Chinese]. *Journal of Psychology in Chinese Societies*, 7, 259-281.
36. Wu, C. H. (2006). Chong-Yong makes my life better: The effect of Chong-Yong thinking on life satisfaction [In Chinese]. *Journal of Psychology in Chinese Societies*, 7, 163-176.
37. Lin, Y. C., Wang, C. H., & Wu, C. H. (2005). The influence of attachment style and internet interpersonal

interactions on internet addiction [In Chinese]. *Chinese Journal of Psychology*, 47, 289-309.

38. Wu, C. H., & Lin, Y. C. (2005). The influence of adult attachment styles on the sense of trust to cyber-others and cyber self-certainty [In Chinese]. *Journal of Cyber Culture and Information Society*, 9, 325-342.
39. Wu, C. H., & Lin, Y. C. (2005). Taking care of the quarantined people in SARS: a perspective of stress coping from the attachment theory [In Chinese]. *Research in Applied Psychology*, 27, 239-251.
40. Wu, C. H. (2004). The role of social support on internet addiction [In Chinese]. *Journal of Cyber Culture and Information Society*, 7, 139-148.

Positive and social psychology: Measurement issues

41. Huang, L. J., Wu, C., Wu, C. H., Huang, P. S., Yeh, H. H., Yang, Y. H., Fang, Y. C. (2015). Validation of the Ruminative Response Scale-Chinese Version (RRS-C) for persons with depression in Taiwan. *Taiwanese Journal of Psychiatry*, 29, 119-131.
42. Hsiao, Y. Y., Wu, C. H., & Yao G. (2014). Convergent and discriminant validity of the WHOQOL-BREF using a multitrait-multimethod approach. *Social Indicators Research*, 116, 971-988.
43. Wu, C. H., Huang, L. N., & Yang, C. T. (2014). On the predictive effect of multidimensional importance-weighted quality of life scores on overall subjective well-being. *Social Indicators Research*, 115, 933-943.
44. Wu, C. H., & Yao, G. (2014). Scoring weights. In A. C. Michalos (Ed.), *Encyclopedia of Quality of Life and Well-Being Research* (pp. 5729-5731). New York: Springer.
45. Wu, C. H. & Wu C. (2014). Satisfaction with Life Scale and Schizophrenia. In A. C. Michalos (Ed.), *Encyclopedia of Quality of Life and Well-Being Research* (pp. 5678-5681). New York: Springer.
46. Hsiung P. C., Fang C. T., Wu, C. H., Sheng, W. H., Chen, S. C., Wang J. D., Yao G. (2011). Validation of the WHOQOL-HIV BREF among HIV-infected patients in Taiwan. *AIDS Care*, 23, 1035-1042.
47. Bai, X. W., Wu, C. H., Zheng, R., & Ren, X. P. (2011). The psychometric evaluation of the Satisfaction with Life Scale using a nationally representative sample of China. *Journal of Happiness Studies*, 12, 183-197.
48. Wu, C. H., Chen, L. H. (2010). Examining dual meanings of items in 2×2 achievement goal questionnaires through MTMM modeling and MDS approach. *Educational and Psychological Measurement*, 70, 305-322.
49. Wu, C. H. (2009). Weight? Wait! Importance weighting of satisfaction scores in quality of life assessment. In Lauren B. Palfroft & Melissa V. Lopez (Eds.), *Personality assessment: New research* (p. 109-139). New York: Nova Science Publishers.
50. Chen, W. C., Wang, J. D., Hwang, J. S., Chen, C. C., Wu, C. H. & Yao, G. (2009). Can the web-form WHOQOL-BREF be an alternative to the paper-form? *Social Indicators Research*, 94, 97-114.
51. Yao, G., & Wu, C. H. (2009). Similarities and differences among three Chinese versions of the WHOQOL-Questionnaire: Comparisons of Taiwan version to the China and Hong-Kong versions. *Social Indicators Research*, 91, 79-98.
52. Wu, C. H., Tsai, Y. M., & Chen, L. H. (2009). Longitudinal invariance analysis of the satisfaction with life scale. *Personality and Individual Differences*, 46, 396-401.
53. Wu, C. H. (2009). Factor analysis of the general self-efficacy scale and its relationship with individualism/collectivism among twenty-five countries: Application of multilevel confirmatory factor analysis. *Personality and Individual Differences*, 46, 699-703.
54. Wu, C. H., Chen, L. H., & Tsai, Y. M. (2009). Investigating importance weighting of satisfaction scores from a formative model with partial least squares analysis. *Social Indicators Research*, 90, 351-363.
55. Wu, C. H. (2008). The role of perceived discrepancy in satisfaction evaluation. *Social Indicators Research*, 88, 423-436.
56. Wu, C. H. (2008). Can we weight satisfaction score with importance ranks across life domains? *Social*

57. Wu, C. H. (2008). Examining the appropriateness of importance weighting on satisfaction score from range-of-affect hypothesis: Hierarchical linear modeling for within-subject data. *Social Indicators Research*, 86, 101-111.
58. Yao, G., Wu, C. H., & Yang, C. T. (2008). Examining the content validity of the WHOQOL-BREF from respondents' perspective by quantitative methods. *Social Indicators Research*, 85, 483-498.
59. Wu, C. H. & Wu C. (2008). Life satisfaction in persons with schizophrenia living in the community: Validation of the Satisfaction with Life Scale. *Social Indicators Research*, 85, 447-460.
60. Wu, C. H., & Yao, G. (2008). Psychometric analysis of the short-form UCLA loneliness scale (ULS-8) in Taiwanese undergraduate students. *Personality and Individual Differences*, 44, 1762-1771.
61. Wu, C. H., Chen, K. H., & Yao, G. (2008). Validation of the Proactive Coping Scale in a sample of Chinese population. *Journal of Psychology in Chinese Societies*, 9, 103-120.
62. Wu, C. H. (2008). An examination of the wording effect in the Rosenberg self-esteem scale among culturally Chinese people. *Journal of Social Psychology*, 148, 535-552.
63. Wu, C. H., Lee, K. L., & Yao, G. (2007). Examining the hierarchical factor structure of the SF-36 Taiwan version by exploratory and confirmatory factor analysis. *Journal of Evaluation in Clinical Practice*, 13, 889-900.
64. Wu, C. H., & Yao, G. (2007). Examining the relationship between global and domain measures of quality of life by three factor structure models. *Social Indicators Research*, 84, 189-202.
65. Wu, C. H., & Yao, G. (2007). Importance has been considered in satisfaction evaluation: An experimental examination of Locke's range-of-affect hypothesis. *Social Indicators Research*, 81, 521-541.
66. Wu, C. H., & Yao, G. (2006). Do we need to weight item satisfaction by item importance? A perspective from Locke's range-of-affect hypothesis. *Social Indicators Research*, 79, 485-502.
67. Chen, K. H., Wu, C. H., & Yao, G. (2006). Applicability of the WHOQOL-BREF Taiwan version on early adolescence. *Social Indicators Research*, 79, 215-234.
68. Wu, C. H., & Yao, G. (2006). Do we need to weight satisfaction scores with importance ratings in measuring quality of life? *Social Indicators Research*, 78, 305-326.
69. Wu, C. H., & Yao, G. (2006). Analysis of factorial invariance across gender in the Taiwan version of the Satisfaction with Life Scale. *Personality and Individual Differences*, 40, 1259-1268.
70. Yao, G., & Wu, C. H. (2005). Factorial invariance study among disease groups using the WHOQOL-BREF Taiwan. *Quality of Life Research*, 14, 1881-1888.
71. Wu, C. H., & Lin, Y. C. (2005). Development of a Zhong-yong Thinking Style Scale [In Chinese]. *Indigenous Psychological Research in Chinese Societies*, 24, 247-300.
72. Wu, C. H., Wang, C. H., & Lin, Y. C. (2004). The exploratory and confirmatory factor analysis of "Self Handicap Scale for Sports" [In Chinese]. *Journal of Physical Education in Higher Education*, 6, 139-148.

CONFERENCE PRESENTATIONS (2010 ~)

1. Wu, C. H., Griffin, M. A., & Parker, S. K. (2015). Can job autonomy and skill utilization enhance individuals' locus of control? A reciprocal longitudinal study. EAWOP Small Group Meeting on "Capturing Dynamics in Workplace Relationships" in Brussels, 14th – 15th, Sep.
2. Wu, C. H., de Jong, J. P. J., Poldervaart, S., Raasch, C. (2015). A necessity perspective on innovation: lead users and individual innovative behavior. OUI 2015-13th Open and User Innovation Society Meeting, Lisboa, Portugal, 13-15, July.
3. Wu, C. H., Ho, K. K., Liu, J., & Lee, C. (2015). Regain acceptance from being ostracized: Effects of impression management and self-monitoring. Academy of Management 2015 Annual Meeting, Vancouver, BC, Canada, August, 7-11.

4. Deng, H., Guan, Y. J., Wu, C. H., Erdogan B., & Bauer, T. (2015). A relational model of overqualification: The role of interpersonal influence. Academy of Management 2015 Annual Meeting, Vancouver, BC, Canada, August, 7-11.
5. Wu, C. H., Griffin, M. A., & Parker, S. K. (2015). Can job autonomy and skill utilization enhance individuals' locus of control? A reciprocal longitudinal study. In Woods, S., How work influences who we are: New research exploring the role of work in personality development and change. The 17th EAWOP congress in Oslo, 20th – 23rd, May.
6. Deng, H., Wu, C. H., & Guan, Y. J. (2015). How and when emotion labor enhances/mitigates proactive behavior: Mediating effect of vitality and moderating effect of contingent reward. The 17th EAWOP congress in Oslo, 20th – 23rd, May.
7. Chang, C. C., Wu, C. H., Coyle-Shapiro, J. A-M. (2015) Employee health: A twin track model of Psychological Contract Breach. In Chang, C. C. & Coyle-Shapiro, J. A-M. Employee-Organization Relationships and Employee Health. The Annual Conference of the Society for Industrial and Organizational Psychology. Philadelphia, Pennsylvania, USA, April 23-25.
8. Wu, C. H., Parker, S. K., Wu, L. Z. & Lee, C. (2014). Being proactive is a way to sustain the self-view: How and when self-construals can shape proactive behavior. In Wu, C. H. & Martin, S. A closer look at proactivity: Antecedents and consequences. Academy of Management 2014 Annual Meeting, Philadelphia, Pennsylvania, USA, August, 1-5 (Symposium organizer).
9. Wang, Y., Wu, C. H., Yao, X., & Chen, A. (2014). Mentor-mentee similarity in affective traits and mentors' information sharing. The Annual Conference of the Society for Industrial and Organizational Psychology. Hawaii, USA, May 15-17.
10. Lu, Q, Wu, C. H., Huang, X. (2013). Is voice self-interactive? The influence of voice acceptance experience on subsequent voice behavior. In Strauss, K. & Wu C. H. Proactive behavior in organizations: Processes, contingencies, and outcomes. Academy of Management 2013 Annual Meeting, Orlando, Florida, USA. 9-13, Aug. (Symposium co-organizer).
11. Wu, C. H., Yao, X., Wang, Y. (2013). Antecedents and outcomes of proactive social behavior among newcomers. In Wu C. H. & Strauss, K. Why do individuals engage in proactive behavior? Understanding motivations behind proactivity. Academy of Management 2013 Annual Meeting, Orlando, Florida, USA. 9-13, Aug. (Symposium co-organizer).
12. Wu, C. H., & Parker, S. K. (2012). Leader as a secure base: The role of supervisors support in shaping subordinates' proactive behavior. In Wu C. H. Leading to proactive behavior: The role of leadership from a multi-level perspective. Academy of Management 2012 Annual Meeting, Boston, Massachusetts, USA. 3-7, Aug. (Symposium organizer).
13. Wu, C. H. (2012). When and for whom can supervisors enhance subordinates' proactivity?. Academy of Management 2012 Annual Meeting Boston, Massachusetts, USA. 3-7, Aug. (Symposium organizer).
14. Wu, C. H., Griffin, M. A., & Parker, S. K. (2012). Dynamic self-systems in the workplace. Academy of Management 2012 Annual Meeting Boston, Massachusetts, USA. 3-7, Aug.
15. Adriasola, E., Unsworth, K., & Wu, C. H. (2012). Understanding the motivational effect of autonomous and controlled motivation at work: The role of core and non-core tasks of the job. Paper presented at the Institute of Work Psychology International Conference, Sheffield, UK. 26-28, June.
16. Wu, C. H., Wang, Y., & Mobley, W. H. (2012). Understanding leaders' proactivity from a goal-process view and with multiple-source ratings, poster presented at *Institute of Work Psychology International Conference 2012*, Sheffield, UK. 26-28, June.
17. Wu, C. H., Parker, S. K., Chen, L. H. & Ye, Y. J. (2012). Core self-evaluations, job autonomy, role conflict and burnout: A piecewise moderated mediation model. In Wang, Y. & Wu C. H. Personality at work: implications of personality assessment in the Chinese context. 2012 IACMR Conference, Hong Kong, China. 20-24, June. (Symposium co-organizer).
18. Wu, C. H., & Parker, S. K. (2012). When perceived over-qualification is detrimental to job attitude? The role of job autonomy and national culture. The 27th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, California, US. April 26-28.

19. Wu, C. H., & Parker, S. K. (2012). Understanding proactivity from attachment theory: How attachment styles relate to proactive career behaviour. The 27th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, California, US. April 26-28.
20. Tian, W. A., Wu, C. H., & Parker, S. K. (2012). How feedback contributes to change-oriented citizenship: The role of supervisor support and extrinsic motivation for applying new skills. The 27th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, California, US. April 26-28.
21. Wu, C. H., Wang, Y., & Mobley, W. H. (2011). The role of initiative and persistence in proactive behavior. The 15th conference of the European Association of Work and Organizational Psychology, Maastricht, Netherlands. 25-28, May.
22. Wu, C. H. & Sharon K. Parker (2011). Understanding proactive behavior from attachment theory. The 9th Industrial and Organisational Psychology Conference, Brisbane, Australia, 23 - 26 June. Best Paper Award for Symposium on Proactivity at work: Emerging perspectives (Organizer Ben Searle).
23. Wu, C. H. & Mark A. Griffin (2011). Longitudinal reciprocal relationships between core self-evaluations and job satisfaction. The 9th Industrial and Organisational Psychology Conference, Brisbane, Australia, 23 - 26 June.
24. Wang, Y., Wu, C. H., & Mobley, W. H. (2011). The two facets of conscientiousness: Interaction of achievement orientation and dependability in predicting managerial execution effectiveness. The 9th Industrial and Organisational Psychology Conference, Brisbane, Australia, 23 - 26 June.
25. Wu, C. H. & Parker, S. K. (2011). When voice is harmful for performance? The impact of personal motives and procedural justice. In Lam, C. F. Costs of proactivity in organizations. Academy of Management 2011 Annual Meeting San Antonio, Texas, USA.
26. Wu, C. H., Parker, S. K., & de Jong, J. P. J. (2011). Is proactivity just about doing? The role of need for cognition in driving proactive behavior. Academy of Management 2011 Annual Meeting San Antonio, Texas, USA. 12-16, Aug.
27. Wu, C. H. (2010). Why proactive personality leads to higher self-efficacy: The role of hope. Paper presented at the Academy of Management Conference, Montreal, Canada. August, 10.